

EMPLOYMENT & TRAINING

Colorado has a diversified employment base across a broad range of industry sectors. A skilled workforce makes a critical contribution to the vitality of the Colorado economy. Customized job training programs assure that the workforce skills will remain cutting edge, allowing employers to compete in a global economy.

Colorado ranked ninth in the nation for long-term (10-year) job growth according to the Corporation for Enterprise Development's 2007 "Report Card for the States."

Colorado has a highly educated, technically savvy workforce, contributing to its strong position in the advanced technology and service industries of the future. Colorado has a strong base of growing firms in high-growth, high-tech fields. Most of the net new jobs created are in small and medium-sized firms.

- Colorado's economy added 52,800 net new jobs in 2006, an increase of 2.4 percent over 2005.
- Colorado is projected to add more than 41,000 new jobs in 2007 as job growth moderates, a 2.1 percent increase.
- In both 2005 and 2006, Colorado job growth outpaced national job growth rates.
- Colorado ranks third in the nation in concentration of high-tech workers, with 86 out of every 1,000 private sector workers in a high-tech job, according to AeA's "Cyberstates" 2007 edition.

Wage Rates

Colorado's 2006 annual average wage rate for all industry sectors was \$43,524. Colorado ranked 12th in the US for average wages, according to the 2007 "Report Card for the States."

Wage rates by occupation and by Labor Market Area, including entry level wage rates, mean and median wage rates, can be found on the Labor Market Information website:

www.coworkforce.com/LMI/wages/wages.htm

Colorado's Unemployment Rate

Colorado's unemployment rate averaged 4.3% in 2006, below the US average of 4.6%. This advantage is expected to hold in 2007 as well, with Colorado's unemployment rate averaging 3.7% for the year, while the U.S. unemployment rate is expected to be 4.4%.

The following table indicates the annual average unemployment rates of representative labor markets throughout the state since 2000. Additional county-specific labor market information is available from the Labor Market Information Section of the Colorado Department of Labor and Employment.

COLORADO UNEMPLOYMENT RATE
(Percent of Labor Force)

Labor Market	2001	2002	2003	2004	2005	2006
U.S. Average	4.8	5.8	6.0	5.5	5.1	4.6
Colorado	3.7	5.7	6.2	5.5	5.0	4.3

Source: Colorado Department of Labor and Employment, Labor Market Information Section, 2007

Job vacancy surveys by Labor Market Area are available on the Labor Market Information website: www.coworkforce.com/LMI/WRA/vacsurv.asp

Employment Base

The following table is a breakdown of Colorado's 2006 average annual employment by major industry sector and sub-sector, based on North American Industry Classification (NAICS) codes:

2006 Colorado Wage and Salary Employment
(Annual Average)

NAICS Code	Sector Sub-Sector	Number	Percent
11	Agriculture, Forestry & Fishing	14,834	0.7%
	▪ Crop Production	6,614	
	▪ Animal Production	5,559	
	▪ Other	2,661	
21	Mining	20,680	0.9%
	▪ Mining, Except Oil & Gas	5,441	
	▪ Oil & Gas Extraction	5,561	
	▪ Mining Support Activities	9,678	
22	Utilities	8,102	0.4%
23	Construction	167,647	7.5%
	▪ Building Construction	33,055	
	▪ Heavy & Civil Engineering Const.	21,812	
	▪ Special Trade Contractors	112,780	
31-33	Manufacturing	149,158	6.7%
	▪ Durable Goods	99,540	
	▪ Non-Durable Goods	49,618	
42	Wholesale Trade	96,368	4.3%
	▪ Durable Goods	53,526	
	▪ Non-Durable Goods & E-markets	42,842	
44-45	Retail Trade	248,455	11.1%
	▪ Motor Vehicle Parts & Dealers	31,533	
	▪ General Merchandise	47,104	
	▪ Food & Beverage Stores	44,199	

NAICS Code	Sector Sub-Sector	Number	Percent
	▪ Other Retail	125,619	
48-49	Transportation & Warehousing	62,097	2.8%
	▪ Air Transportation	13,302	
	▪ Truck Transportation	18,488	
	▪ Other Transportation & Warehousing	30,307	
51	Information	75,629	3.4%
	▪ Publishing, except Internet	27,833	
	▪ Telecommunications	29,977	
	▪ Other (Broadcasting, Motion Pictures, Internet service providers, etc.)	17,819	
52-53	Finance, Insurance & Real Estate	156,759	7.0%
	▪ Banking/Financial Services	68,367	
	▪ Insurance	37,610	
	▪ Real Estate	47,693	
54-81	Services	890,929	39.6%
	▪ Accommodation & Food Services	220,765	
	▪ Professional & Technical Services	163,023	
	▪ Health Care & Social Assistance	202,395	
	▪ Administrative & Waste Services	141,841	
	▪ Arts, Entertainment & Recreation	44,226	
	▪ Educational & Other Services	118,679	
92	Government	351,372	15.6%
	▪ Federal	52,174	
	▪ State*	69,077	
	▪ Local*	230,121	
	Total Wage & Salary Employment	2,242,030	100%

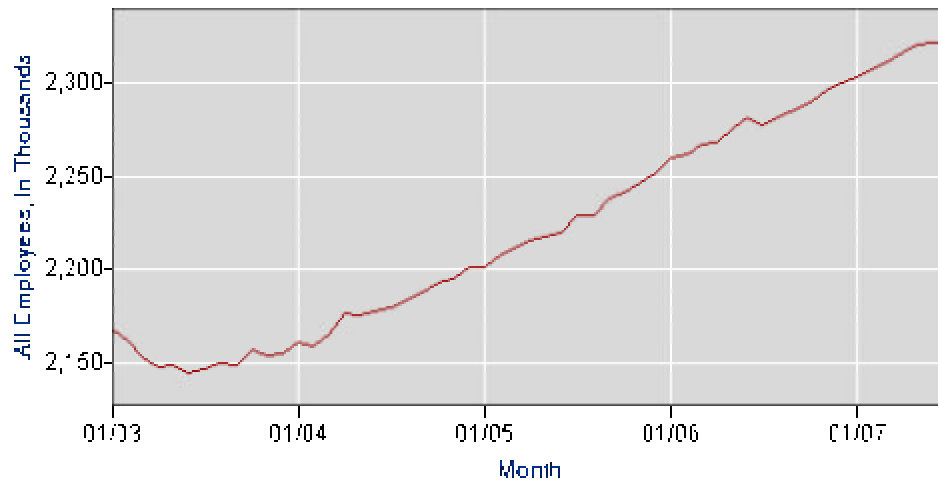
*Includes public education.

County level employment and wage data can be found at:

www.coworkforce.com/lmi/es202/index.htm

Source: Colorado Department of Labor and Employment, 2007

Colorado's employment base has shown healthy growth throughout the current economic expansion, and while expected to slow somewhat in 2008, job growth is still anticipated to exceed the national average.



Colorado Non-farm Employment 2003-2007 (Year-to-Date)

Colorado FIRST and Existing Industries Customized Job Training Programs

The Colorado FIRST and Existing Industries Customized Job Training Programs were created in 1984 and 1989, respectively. Their main purpose is to encourage quality economic development within the state by providing training incentives for the location of new industries or the expansion of existing firms within Colorado. The ultimate goal is one that is mutually beneficial for Colorado's employers as well as for the citizens of Colorado.

Colorado FIRST and Existing Industries programs are administered jointly between the Colorado Office of Economic Development & International Trade and Community Colleges of Colorado. These two agencies work together to ensure that a trained local workforce is available to match new or expanding companies' specific skill needs.

Training grants are competitive, and eligibility alone does not guarantee funding. These funds are subject to annual state appropriations. Funding preference is for:

- Companies that utilize innovative approaches to training.
- Projects that will train workers with transferable skills.
- Permanent, non-seasonal, primary jobs created by non-retail companies newly locating or undertaking a significant expansion in Colorado.
- Job-specific and short-term training, lasting until the start-up or expansion training needs of the participating company are satisfied. Training programs are not designed to assist companies with normal, ongoing training requirements.

- Jobs that pay well above minimum wage and provide a health plan for their employees, to generate an adequate return on the tax dollars invested.
- Training projects located in economically lagging regions of the state.
- Micro-grant program specifically for small companies needing to train 10 or fewer workers.

Funding for the Colorado FIRST and Existing Industries Job Training Programs is dependent upon annual appropriations from the Colorado legislature.

- During fiscal year 2006, 82 companies received training grants to train (or retrain) 8,335 Colorado workers.
- Since the inception of the programs, over 100,000 trainees have upgraded their job skills, benefiting both the individual and the company by making them more competitive.
- Substantial private investment on the part of the companies receiving grants is required. These programs do not pay wages of the trainees, only expenses directly associated with training.
- The company chooses the trainees, and controls the training content and delivery.

Colorado's Labor Climate

Colorado has a unique, modified right to work law. If an employer is represented by a union under the National Labor Relations Act, at least 75 percent of the employees must vote in favor of an all-union agreement. Without the 75 percent approval, there can be no all-union agreement in the collective bargaining agreement, just as in a right to work state.

Colorado Workforce Centers

The above-described programs are customized industrial training programs. The Colorado Department of Labor and Employment, through its Colorado Workforce Centers, offers a variety of programs and services for individual jobseekers in Colorado. For more information on Colorado Workforce Centers, visit their website at: www.coworkforce.com/Emp/